

**BOARD OF SELECTMEN
MEETING MINUTES
August 11, 2003**

*****DRAFT*****

PRESENT: THOMAS C. REYNOLDS JR, CHAIRMAN; DOUGLAS R. COOK, Co
CHAIRMAN; BRIAN MCDONALD, SELECTMAN; LAURA PETRAIN,
SELECTMAN.

ADMINISTRATIVE COORDINATOR: ROBERT CHRISTENSEN
RECORDING SECRETARY: KELLY BUMPUS

GUEST: Margo C. McLeod, Donald Burke, Evelyn M. Connor, Denise Dorey,
William Berry, Joshua R. Sullivan, Westley Dunham, Sherry Butt Dunham, Charles
Metcalf, Chris Hague, Gayle Bowen, Frank Campana, Carol Wilson.

The Selectmen's Meeting was held at the Town Office Building. Chairman Reynolds
commenced the meeting at 6:15 p.m.

Chairman Reynolds asked that everyone stand for the pledge of allegiance.

1. SWEAR IN OF POLICE OFFICERS

Chief Rigney met with the Board and went over qualifications of new Police Officer,
Mr. Josh R. Sullivan. The Board reviewed the file of the new candidate.
Chairman Reynolds made a motion to hire Mr. Josh R. Sullivan as full time Police
Officer for the Town of Weare. Seconded by Selectman McDonald. A vote was taken.
Motion passed unanimously.

Ms. Evelyn M. Connor swore in Mr. William Quigley as part-time Police Officer for the
Town of Weare. Ms. Evelyn M. Connor then swore in Mr. Josh R. Sullivan as full-time
Police Officer for the Town of Weare.

2. PUBLIC PARTICIPATION

Frank Campana – Mr. Campana stated he had been holding off on his comments with
the hopes that Selectman Methot would be present. Mr. Campana asked the Board

who's responsibility the upkeep of the new ATV vehicle for the Police Department will be? Selectman Cook stated that it will be the Town's responsibility for the upkeep of the vehicle. Mr. Campana then stated that at a previous meeting of the Board of Selectman, Selectman Cook made some comments regarding issues dealing with Selectman Methot. Mr. Campana stated that Selectman Cook went off on a tirade regarding the issues. Mr. Campana stated that he would go so far as to say that if Selectman Methot had had a noose around his neck, that Selectman Cook would have been the first one to kick the chair out from under him. Mr. Campana then stated Selectman Cook made additional comments at the July 14th meeting of the Board and spoke of forgiveness and needing to move on. Mr. Campana asked Selectman Cook why he has had a change in attitude? Selectman Cook responded that he had asked Selectman Methot to resign, and Selectman Methot stated he would not resign. Selectman Cook stated that he had read the statement on the basis that if Selectman Methot was not willing to resign, then he is done with the issue.

3. CEMETERY ISSUES

Mr. Matt Pelletier spoke to the Board regarding a walkway for Pine Grove Cemetery. Mr. Pelletier stated that the labor will be done by a Scout and the estimated cost will be \$6,700.00. Mr. Pelletier stated he would like the cost to come out of the Cemetery Construction fund. Chairman Reynolds stated that the estimate the Board was given has a cost of \$7,400.00. Mr. Pelletier stated that this was correct. Chairman Reynolds made a motion to approve the expenditure of up to \$7,425.00 for Pine Grove Memorial Walkway to be spent from the Cemetery Construction fund. Seconded by Selectman McDonald. Selectman McDonald asked the name of the Scout volunteering to do the work. Mr. Pelletier stated the Scout's name is Shawn Billadeau. A vote was taken. Motion passed unanimously.

Chairman Reynolds addressed the issue of lawn care for the Cemeteries. Mr. Pelletier stated that for the Three Friends Cemeteries the Trustees only have \$500.00 for their upkeep. Mr. Pelletier stated that additional funds cannot be taken from taxation due to the fact that the Three Friends Cemeteries are private cemeteries. The Board and Mr. Pelletier discussed taking the \$500.00 out of the current lawn care contract and seeking another party to perform the work. Mr. Pelletier asked the Board if he could contact Mr. Keith Pierce regarding the cemeteries? The Board stated that Mr. Pelletier should contact Mr. Pierce. Mr. Pelletier stated that because there has been so much rain, and limited funds for additional care, and the current contractor could have been doing a better job, the cemeteries are in terrible shape.

4. OLD BUSINESS

Manifests -

Chairman Reynolds authorized the Board of Selectmen to sign manifests and order the Treasurer to sign checks dated August 14, 2003. Accounts Payable – \$579,183.93, Gross Payrolls - \$29,895.52, for a total of - \$609,079.45. Seconded by Selectman Cook. A vote was taken. Motion passed unanimously.

Chairman Reynolds authorized the Board of Selectmen to sign manifests and order the Treasurer to sign checks dated August 21, 2003. Estimated Accounts Payable – \$300,000.00, Estimated Gross Payrolls - \$28,000.00, for an estimated total of - \$328,000.00. Seconded by Selectman Petrain. A vote was taken. Motion passed unanimously.

Estimated Tax Rate -

Selectman Cook stated he was contacted by a resident regarding the estimated tax rate. Selectman Cook stated that Ms. Elayne Pierson did some estimations and talked to the schools, and it looks like the taxes will be going up about \$1.56.

5. PUBLIC HEARING ON PERSONNEL POLICY.

Chairman Reynolds opened the Public Hearing at 7:03 p.m. to approve changes in the Personnel Policy. Mr. Chuck Metcalf went over six items that the Benefit Review Committee are recommending changes to. These changes and additions were for clarification purposes. Chairman Reynolds asked for public comment.

Chris Hague – Ms. Hague expressed concerns regarding the review process and the fact that if an employee reaches the end of the salary range they can no longer receive pay increases. Selectman Cook asked Ms. Hague to contact the Benefit Review Committee to express these concerns while they are still working on these issues.

Frank Campana – Mr. Campana stated that this is the second time he has sat through a Public Hearing and has had no information to review. Mr. Campana stated that when the Board holds a Public Hearing they should be providing the information when the public walks through the door. Mr. Campana stated that when the Board does not provide information regarding a Public Hearing, they are not providing a service to the public. Chairman Reynolds agreed with Mr. Campana, and stated that going forward they will address this.

Bob Christensen – Mr. Christensen stated he had received a question from an employee regarding sick pay. Mr. Christensen asked the Board if there had been any changes to employee sick pay? Selectman Petrain stated that one of the changes made has been excluding the cashing out of sick pay at retirement. Selectman Petrain stated that one of the things she does not want to do is take a benefit away from the employees.

Selectman Petrain explained that the cashing out of sick pay at retirement was in place before the Town had a retirement plan. Selectman Petrain asked the Board to consider grandfathering the current employees of the Town. Chairman Reynolds stated that the Board will leave the public hearing open in order to address this issue after recommendations from the Benefit Review Committee.

Denise Dorey – Ms. Dorey stated that in the current policy, tuition reimbursement is available if the employee receives a grade of C or better. Ms. Dorey asked if there was a reason why the Town did not go with a sliding scale? Ms. Dorey stated that it has been her experience that individuals will try harder to succeed if 100% reimbursement is given for a grade of A.

Selectman Cook moved to continue the Public Hearing until the next scheduled meeting. Seconded by Chairman Reynolds. A vote was taken. Motion passed unanimously.

6. ASSESSING PROPOSALS

The Board met with Mr. Will Corcoran from Corcoran Associates. Mr. Corcoran stated that it was hard to make a specific bid when he was unfamiliar with the Town. Mr. Corcoran stated that they had made the best estimate they could for the assessing needs of Weare. Selectman McDonald asked if it was correct that Corcoran Associates' full service quote is \$42,000.00. Mr. Corcoran stated this was correct. Chairman Reynolds asked if Mr. Corcoran had an estimate for the work needing to be done for revaluation? Mr. Corcoran stated that he was not requested to provide this information, and can provide the Board with this information. Mr. Corcoran stated that the collection of data is the most expensive portion. Selectman Cook asked Mr. Corcoran what kind of equipment he will need? Mr. Corcoran responded that he will need space, a copier, and access to the Assessing files. Mr. Christensen stated that Ms. Judy Rogers is concerned about keeping the Avitar Software currently in use. Mr. Corcoran stated that his company does not have their own software package, and will use what the Town currently has in place as long as it works.

The Board then met with Mr. Gary Robert, CEO of Avitar. Mr. Robert stated that knowing the Town will be coming up for a review in 2006, Avitar looked at a three year plan of the Town's Assessing. Mr. Robert stated that he is reasonably up to date on the needs of the Town. Selectman McDonald asked Mr. Robert if Avitar's basic assessing cost is \$40,000.00? Mr. Robert responded this was correct.

Chairman Reynolds requested Mr. Christensen to obtain the estimate of revaluation from Corcoran Associates for the Board to Review and make a decision.

7. NICHOLS ROAD

Ms. Gayle Bowen was scheduled to meet with the Board regarding scenic road designation for Nichols Rd. Ms. Bowen asked the Board not to be put on camera due to a conflict of interest. Selectman Cook explained that this issue is something the public will need to vote on. A representative for Ms. Bowen addressed the Board and stated that they have submitted a petition to designate Nichols Rd. as a scenic road. Selectman Cook explained that the Town Clerk must receive all petitions and will verify the names and let them know if they meet the requirements. Selectman Cook then stated that petitions are to be submitted December 11th through December 14th. Selectman Cook stated that they can go back and look at the wording from Tiffaney Hill or Duck Pond Rd. for the wording or the warrant.

8. CRAM ROAD

Mr. Christopher Krajenka met with the Board to discuss his dissatisfaction of how his issue with Cram Rd. has been handled previously and to straighten it out. Mr. Krajenka stated that he lives on Cram Rd. and there is a problem with erosion. Mr. Krajenka stated that last year when he made a complaint to Mr. Carl Knapp, Mr. Knapp's response was that he guesses there will not be anymore work done on Mr. Krajenka's road. Mr. Krajenka stated that this was unfair to his neighbors who had done nothing to deserve it. Mr. Krajenka stated at that time he went to the Board of Selectmen regarding the issue and was told that he may have misunderstood. Mr. Krajenka stated that he had not misunderstood, and is currently making repairs to the road himself. Mr. Krajenka stated that he has called the Highway Department several times and left his name and he has not received a return phone call. Mr. Krajenka stated that he also has made a complaint to the Selectmen's Office and four weeks went by and he heard nothing. Mr. Krajenka stated that he then spoke with Mr. Christensen and in researching it, had informed him that it had been misplaced. Mr. Krajenka stated that he always does what he is suppose to do as far as applying for permits and such, and expects the Town to do what they are suppose to do. Mr. Krajenka provided the Board with pictures of Cram Rd. The Board reviewed the pictures. Mr. Carl Knapp suggested that the Board take a ride up the road and view it in person for themselves. Selectman Cook stated that the Board should go out and take a look at the road. Mr. Knapp explained that the work to the road was done last year while he was away. Mr. Knapp stated that when he returned he did go out and look at the work done. Mr. Knapp stated that at the time he tried to address Mr.

Krajenka's concerns and asked Mr. Krajenka to meet with him regarding the issue. Mr. Knapp stated that Mr. Krajenka's work schedule would not accommodate this. Mr. Knapp stated that he is available at anytime to work out an issue with a resident. Mr. Knapp stated that he had an employee go out and look at the road that day and was told that it was not that bad. Mr. Knapp stated that he will go out and look at it himself tomorrow. Mr. Knapp stated that he is not against doing something about the problem with the road. Mr. Krajenka stated his frustration that his issues have not been addressed sooner. Selectman Cook stated that they have budgetary issues and manpower issues they need to address. Mr. Krajenka stated it has been a year and his issue has not even been addressed and he has not received a call back. Mr. Knapp stated that there has not been many times when he cannot deal with a resident and come to a compromise when problems arise. Mr. Krajenka stated that he pays tax dollars and has been fixing the problem himself, is becoming frustrated and feels like he is being pushed off. Selectman Cook stated that he is sorry Mr. Krajenka feels this way. Chairman Reynolds asked how they can resolve this issue? Mr. Knapp stated he would like to meet with Mr. Krajenka to discuss the options at Mr. Krajenka's convenience. Mr. Krajenka stated that his frustration is that Town government is not working properly and stated that it needs to be corrected. Mr. Krajenka stated that he is available the following day at 4:30 p.m. Mr. Krajenka asked the Selectmen to come out and take a look at the problem so they will understand where his frustration lies. Selectman McDonald stated that he will join Mr. Knapp the following day to view the damage.

9. PARKS AND RECREATION

Chairman Reynolds made a motion to hire Chris Bridges and Pat Mackee as employees for Parks and Recreation. Seconded by Selectman McDonald. A vote was taken. Motion passed unanimously. Chairman Reynolds made a motion to accept the resignation of Tony Seccareccio from Parks and Recreation. Seconded by Selectman McDonald. A vote was taken. Motion passed unanimously.

10. OLD BUSINESS

Meeting Minutes Approval -

Chairman Reynolds made a motion to accept and unseal the nonpublic meeting minutes of January 1, 2003. Seconded by Selectman McDonald. A vote was taken. Motion passed 3 in favor; 1 abstention (Selectman Petrain).

Chairman Reynolds made a motion to accept and unseal the nonpublic meeting minutes of February 3, 2003. Seconded by Selectman McDonald. A vote was taken. Motion passed 3 in favor; 1 abstention (Selectman Petrain).

Chairman Reynolds made a motion to accept the meeting minutes for July 14, 2003 after revisions. Seconded by Selectman Petrain. A vote was taken. Motion passed unanimously.

Chairman Reynolds made a motion to accept meeting minutes for July 28, 2003. Selectman Cook stated that the vote taken and recorded as a motion failed on page 12 is incorrect. He stated that the vote needed two thirds in favor to pass, and an abstention is not to be counted. The Board discussed this. Chairman Reynolds stated that they will not approve these minutes until this issue is clarified.

Safety Complex -

Selectman Cook discussed the paint color for the inside of the complex. He stated that Mr. Steve Burnell has suggest silver or gray. Selectman Cook stated that this needs to be discussed with the Fire Chief. Selectman Cook requested Mr. Christensen contact the Chief regarding this.

Use of OHRV by Police Department on Class VI Roads -

Selectman Cook stated that the Police Department needs permission for use of OHRV on class VI roads. Selectman Cook stated that they will need letter of request including length of property.

Propane Contract -

Mr. Christensen discussed the propane contract with the Board. Selectman McDonald made a motion to authorize the Chairman to the propane heating contract at the price of \$1.249 per gallon when the contact is available. Seconded by Selectman Petrain. A vote was taken. Motion passed unanimously.

11. NEW BUSINESS

Budget Discussion –

The Board had a lengthy discussion regarding the budget and rising legal expenses. The Board also discussed employee pay increases for next year.

Computer Equipment –

The Board discussed replacement computers and equipment still needed. Selectman Cook made a motion to expend up to \$300.00 for battery back up and scanner. Seconded by Chairman Reynolds. A vote was taken. Motion passed unanimously.

Library Maintenance -

Selectman Petrain stated that there are library building maintenance issues. She stated that the Library Trustees are asking if there is any money available in the

Building Maintenance Fund for work needed. Chairman Reynolds stated they should get some quotes and come back to the Board.

12. NONPUBLIC SESSION

Chairman Reynolds moved that the Board of Selectmen enter into a Nonpublic Session at 10:30 p.m. pursuant to the authority granted in RSA 91-A:3 II (e). Seconded by Selectman Petrain. A roll call vote was taken. Selectman McDonald – yes; Chairman Reynolds – yes; Selectman Petrain – yes; Selectman Cook – yes; Motion passed unanimously.

In Attendance: Chairman Reynolds, Selectman McDonald, Selectman Petrain, Selectman Cook, Bob Christensen, Kelly Bumpus.

Chairman Reynolds made a motion to come out of Nonpublic Session at 10:37 p.m. Seconded by Selectman Petrain. A roll call vote was taken. Selectman McDonald – yes; Chairman Reynolds – yes; Selectman Petrain – yes; Selectman Cook – yes. Motion passed unanimously.

13. NONPUBLIC SESSION

Chairman Reynolds moved that the Board of Selectmen enter into a Nonpublic Session at 10:40 p.m. pursuant to the authority granted in RSA 91-A:3 II (a) and (c). Seconded by Selectman Petrain. A roll call vote was taken. Selectman McDonald – yes; Chairman Reynolds – yes; Selectman Petrain – yes; Selectman Cook – yes; Motion passed unanimously.

In Attendance: Chairman Reynolds, Selectman McDonald, Selectman Petrain, Selectman Cook, Bob Christensen, Kelly Bumpus.

Chairman Reynolds made a motion to come out of Nonpublic Session at 10:53 p.m. Seconded by Selectman Petrain. A roll call vote was taken. Selectman McDonald – yes; Chairman Reynolds – yes; Selectman Petrain – yes; Selectman Cook – yes. Motion passed unanimously.

Selectman Cook made a motion to seal and restrict the minutes of the Nonpublic Session pursuant to the authority granted in RSA 91-A:3 III. Seconded by Selectman Petrain. A vote was taken. Motion passed unanimously.

Selectman Cook made a motion to seal and restrict the minutes of the previous Nonpublic Session pursuant to the authority granted in RSA 91-A:3 III. Seconded by Selectman Petrain. A vote was taken. Motion passed unanimously.

14. ADJOURNMENT

Chairman Reynolds made a motion to adjourn at 10:55 p.m. Seconded by Selectman Cook. A vote was taken. Motion passed unanimously.

A True Record

Kelly Bumpus, Recording Secretary